



THE SUSTAINABILITY REPORT

Q1 & Q2 2025

Reformation

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Oh hi,

While most big companies just share financial earnings reports, we think we should all be accountable for more than that. So we tell you more than you've ever wanted to know about your clothes. In this report we're sharing the progress we made in the first half of the year toward our two big goals—to be Climate Positive by 2025 and circular by 2030. Plus more good stuff.

We still have some work to do this year, and know that supply chain disruptions and other economic factors may change our plans. But we like a challenge and remain committed to the climate actions we have outlined in our Climate Positive Roadmap. Here's to finishing strong.

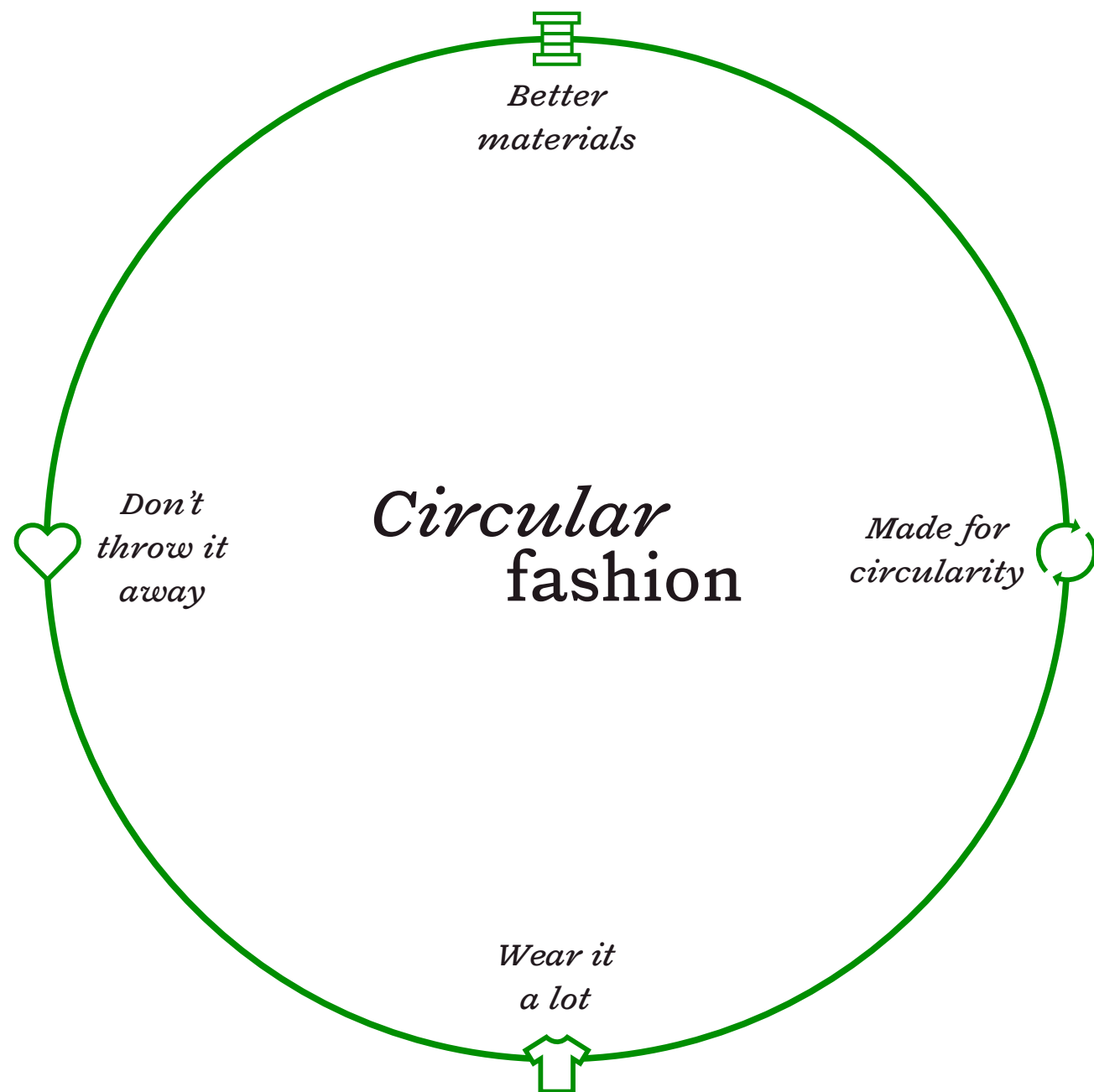
Love, Ref





Our goal is to be circular by 2030.

We believe the future of fashion is circular, and making something new shouldn't have to mean using virgin materials. Our goal is to make really cute, recyclable products with as close to zero virgin materials as possible. We looked at our operations and product development and identified twelve areas where we can do more to be circular. You can read all about them in our [roadmap](#).



Make cool stuff from non-toxic, recycled and regenerative materials.



Make stuff that lasts, is designed to be recyclable, and in a way that creates less waste.



Keep everything in use for as long as possible with care, repair, and love.



Keep things around through resale and recycling. We're too cute to go to waste.

Progress

Here's how we are tracking so far in 2025:

- 98% of materials used are recycled, regenerative, or renewable¹
- 19% of materials used are deadstock, recycled, or next-gen (AKA not virgin)
- 46% of materials are textile-to-textile recyclable²

Zero Waste

We're building out a brand new headquarters and factory in LA. We started off strong, with a new LEED certified building. As we prep to move, we're designing smarter waste infrastructure to help us meet our zero-waste goals. From clearly labeled bins and central sorting stations to partnerships with new recycling and composting providers, we're setting up systems that make keeping stuff out of the landfill easier.

¹ Renewable raw materials are typically not depleted when used. Regenerative materials are made using regenerative agricultural practices and land management techniques, with focus on soil health and biodiversity. Recycled materials include materials made from recycled feedstock and deadstock materials.

² This percentage reflects the volume of materials used during the reporting period that are either textile-to-textile recyclable or have the potential to be recycled based on their fabric composition.

Scaling recycled & next-gen materials



We are committed to maximizing non-virgin materials. That means investing in more innovative recycled and next-gen stuff. As a member of the CanopyStyle Initiative, we’re working to drive positive change with our forest products, ensuring that all of our forest-based products come from sustainably-managed forests. We’ve also been collaborating with our viscose and other cellulosic fiber suppliers to use next-gen or recycled inputs instead of virgin wood pulp.

We’re furthering our commitment to using CIRCULOSE®—a next-gen material made from recycled textile waste—incorporating it into fabrics you love. We launched Circulose Crepe, made from 55% Viscose and 45% viscose made with CIRCULOSE®. These lightweight, drapey fabrics help reduce reliance on virgin materials while maintaining the look and feel our customers expect from our crepe fabrics.

Our consumption of Naia™ has also increased by more than 35% since last year. We think that Naia™ fiber is the best silk alternative because it’s made with wood pulp from FSC-certified forests and recycled waste materials. Plus, it’s produced in a closed-loop process that minimizes waste, water use, and carbon emissions while still making a smooth, sexy fiber. Like silk but better.

We’ve also made progress with our partners at Lenzing and our fabric mills by introducing more LENZING™ ECOVERO™ fibers made with REFIBRA™ technology. This material blends in at least 20% recycled content, which comes from both pre-consumer (factory scraps) and post-consumer (used clothing) waste. The result is a soft, drapey viscose fabric—similar to our core Eco Voile—that still has the flow and comfort people love, but with a lower environmental impact. So far, we’ve launched one of our core fabrics using LENZING™ ECOVERO™ x REFIBRA™, and our goal is to expand it across all of our Lenzing viscose fabrics.

Recycled linen

Jimmy Fairly x Ref

This spring, we introduced a chunky linen sweater blend made with 90% recycled linen and 10% cotton. Linen is already pretty great the first time around because it’s made from the 100% renewable, water-saving flax plant. We made it even better by recycling pre-consumer fabric waste to make a durable yarn that supports our circularity goal of ditching as much virgin material as possible.

Because you liked the first one so much, we launched another collection of sustainable sunglasses from us and French eyewear brand Jimmy Fairly. They’re into making high-quality eyewear with a positive impact, so we teamed up to design some classic frames. Made sustainably in France with 100% plant-based bio-acetate.



Happy Endings

According to the US Environmental Protection Agency, the US alone throws away around 13 million tons of clothing and footwear a year, most of which sits in landfills for pretty much ever. Which is really sad for the clothes and for our planet. We work hard to make clothes more sustainable from the start. Once you take them home, we have a bunch of resources to give your clothes a happier, more sustainable ending.

Care

We design our clothes to last longer, which means you’re going to have to take care of them for longer, too. We’re making that easier with [tools by Steamery](#) and [Guppyfriend](#), plus [hot tips](#) for product care.

Hemming & Repairs

We offer simple, custom alterations and repairs with [Hemster](#) in the US to extend the lifespan of garments and keep them in use. This service is available to our US customers in all stores and online, and is free for customers who are part of our loyalty program.

Since launching, we’ve repaired or altered nearly 35,000 items.

Resell, really fast

We have a partnership with Poshmark to make resale even easier. US and Canadian customers can easily resell their Reformation items by visiting the “Order History” section on our website and clicking the “Resell on Poshmark” button. This automatically generates a pre-filled Poshmark listing with all the item details. All you have to do is tell us how much you wanna make from it. So far in 2025, nearly 3,000 items have been listed with one click, and over 1,000 items have been resold.

ThredUp

If you’re in the U.S. and have non-Ref clothes you aren’t wearing, grab a [ThredUP](#) kit and pass them on. We’ll give you Ref Credit for every gently used item you sell.

Over 115,000 garments were resold, donated, or recycled via our partnership with thredUP so far in 2025, which is pretty damn cool.

RefRecycling

A big way we’ll reach our circularity goal is by developing a closed-loop, circular system for everything we make. [RefRecycling](#) is powered by our friends at SuperCircle, starting with a few product categories that had textile-to-textile recycling solutions. For the first time, we started accepting all product categories this year, which means we can recycle everything we make for at least one more use (aka downcycling). There are lots of ways to recycle products, but we’re most focused on textile-to-textile recycling that maintains the value of our original stuff and is truly circular. While we don’t have the capabilities to do that for all of our products (about 46% for now), we’re building really strong recycling partnerships, and taking back all of our materials, so we’ll be ready once we have more advanced recycling solutions.

So far in 2025, over 1,000 units have been recycled via RefRecycling.

To get in on the action, drop off your pre-loved Ref stuff at any of our US or Canada retail locations or request a shipping label online. As a thanks for keeping materials out of the landfill, you’ll get a little something for every item you bring or ship back. Win-win.

Low-impact care

It’s on us to consider the full lifecycle of our stuff. In 2025, 76% of our garments are designed for low-impact care.³ That means they aren’t as environmentally intensive or expensive for you to keep looking good. Something as simple as changing the temperature of your wash can save as much as 500 pounds of carbon dioxide per year,⁴ and low-impact garment care methods make our stuff easier and cheaper for you in the long run. The biggest obstacle to increasing this further is a few core fabrics we primarily use in dresses like silk or viscose, which require professional cleaning to maintain their quality. As we add more innovative materials to our lineup, we’re focused on making sure you can wash them at home instead of taking them to a fancy dry cleaner.

Clean Chemistry

83% of our materials meet our highest Cleaner Chemistry standards⁵

One way we work to eliminate waste and pollution in our supply chain is by addressing how and what chemicals are used to make our products. This past year, we wanted to re-focus our Clean Chemistry program to make it **cleaner** and highlight the different levers that make a product safe for people and the planet. That means not only looking at the finished fabric, but also thinking about the steps before and during fabric manufacturing that can have huge impacts.

That’s why we’re introducing our [Cleaner Chemistry Supplier Roadmap](#), which dives into the three elements that work together to reduce hazardous chemicals in our supply chain.

- Cleaner Chemicals AKA making sure the chemicals and other inputs are safe before using them
- Cleaner Way AKA making sure the chemical management systems protect workers and the environment
- Cleaner Materials AKA making sure the finished material is safe for our customers

Our goal is for this roadmap to be used by all our supply chain partners, from dye houses to printers and tanneries. No matter where they’re starting from, it serves as a roadmap for continuous improvement. To help our suppliers out, we’ve identified three levels (Entry, Better, and Advanced). We worked closely with [bluesign®](#) to make sure we have a plan that can support our goal of sourcing 100% of our materials from suppliers at the better or advanced level.



⁵ Percent of clean chemical certifications or materials from wet processing facilities that show engagement or certification under the following programs or standard systems: ZDHC InCheck, ZDHC Supplier to Zero, ZDHC ClearStream, Global Recycled Standard (GRS), Global Organic Textile Standard (GOTS), Leather Working Group (LWG), OEKO-TEX® STeP, bluesign®. It is calculated by total fabric volume for apparel and handbags and upper fabric volume only for shoes. This excludes all deadstock materials.

³ Includes garments that are safe for machine wash cold or hand wash.
⁴ World Wildlife Fund, Green Tips



Climate Positive

The fashion industry is responsible for somewhere between 4-8% of global carbon emissions and is on track to double that by 2050. That's why we made a commitment to be [Climate Positive by 2025](#). Basically, as we grow, we'll work to cut our emissions by about half across our operations and within our supply chain.

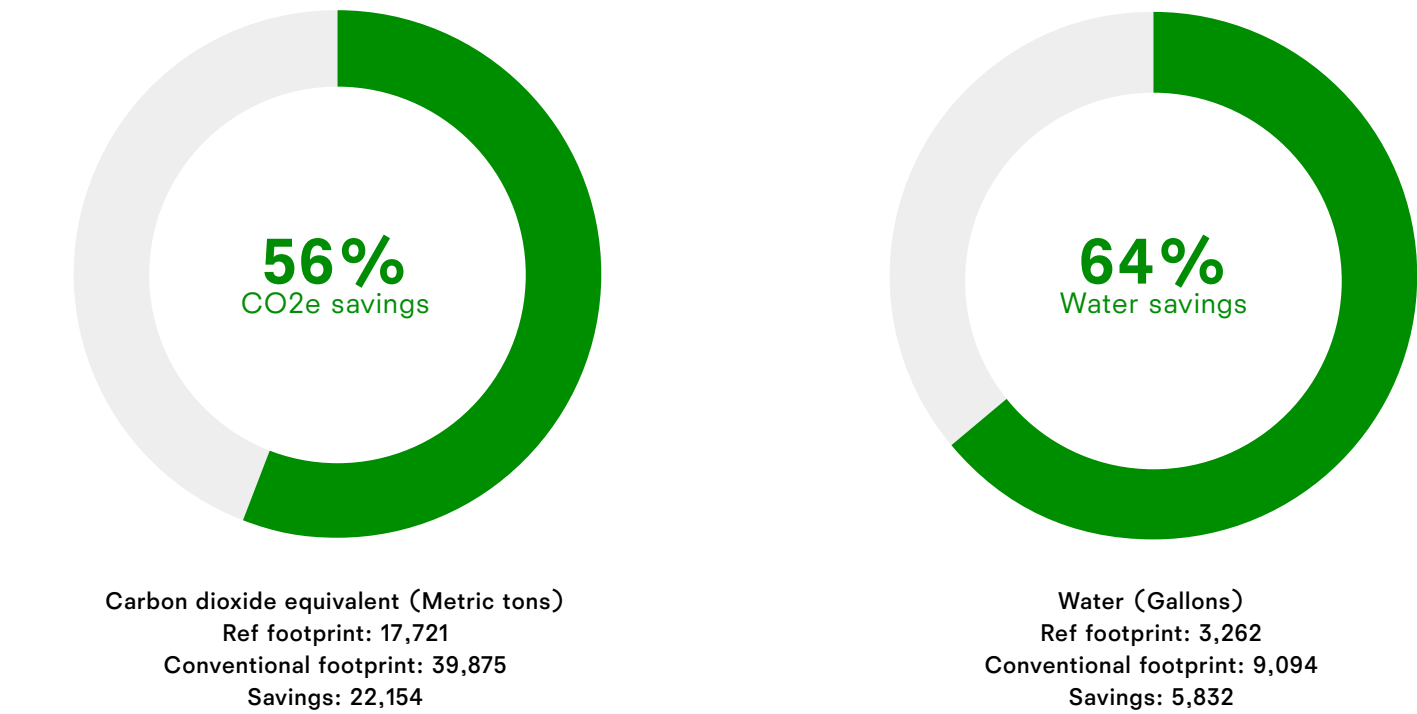
We define this as meeting science-based⁶ reduction targets and removing more emissions than we produce. Our targets are officially confirmed and validated by the [Science-Based Target Initiative](#). We looked at where most of our emissions come from and identified steps to reduce our footprint in a few key areas: better materials, transportation, circularity, and energy. We've been working on it since 2020, and you can check out our [roadmap](#) and our 2025 progress below. We still have some work to do this year, and know that supply chain disruptions and other economic factors may change our plans. But we like a challenge and remain committed to the climate actions we have outlined in our Climate Positive Roadmap. We're also in the process of rebaselining our science-based targets to make sure we can better understand the impact of our climate actions when we control for things like tariffs. Here's to finishing strong.

Progress

Sexy math

[RefScale](#) tracks our product environmental footprint by adding the estimated pounds of carbon dioxide emitted and gallons of water used. Then, we calculate how much Reformation saves compared to conventional clothes bought in the US. The whole equation follows the lifecycle of clothes—everything from growing fibers and making fabric, dyeing, transporting materials, manufacturing, packaging, shipping, garment care, and even recycling clothes when you’re done with them.⁷ While this doesn’t capture all of our business emissions, it’s another helpful way to look at our footprint. It also gives us important reporting on water impacts. Plus, it helps us track our real-time reduction progress because we can’t practically measure our complete footprint more than once a year. Here’s a summary of the impact of our products so far in 2025:

2025 Product Footprint

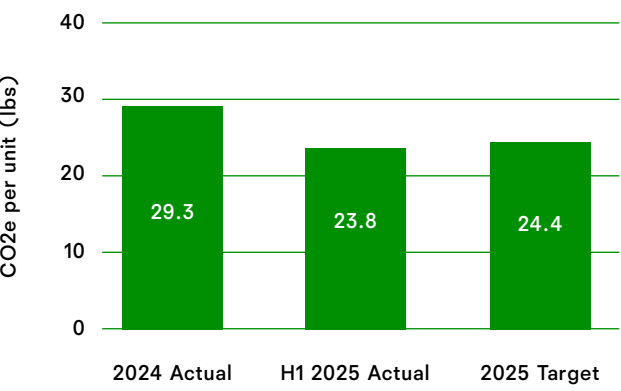


⁶ Targets are considered “science-based” if they are in line with the level of decarbonization required to keep the global temperature increase below 1.5°C compared to that of pre-industrial temperatures, as described by the Intergovernmental Panel on Climate Change (IPCC).

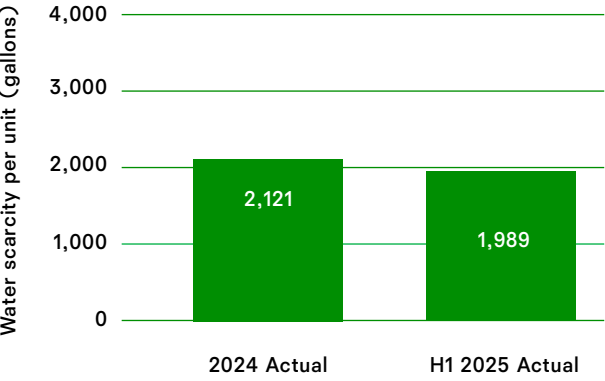
⁷ Conventional clothes = garments made with typical industry materials and production methods. Ref pieces are measured against this baseline—see the RefScale Methodology for more details.

That’s like removing 5,168 cars off the road and reusing 8.83 Olympic-sized pools of water⁸

Carbon intensity of our products



Water scarcity intensity of our products



So far in 2025, our carbon intensity is in line with our target. However, we expect an increase in some of our higher-intensity fibers like silk and cashmere in the second half of this year, so we’ll continue to track this closely.

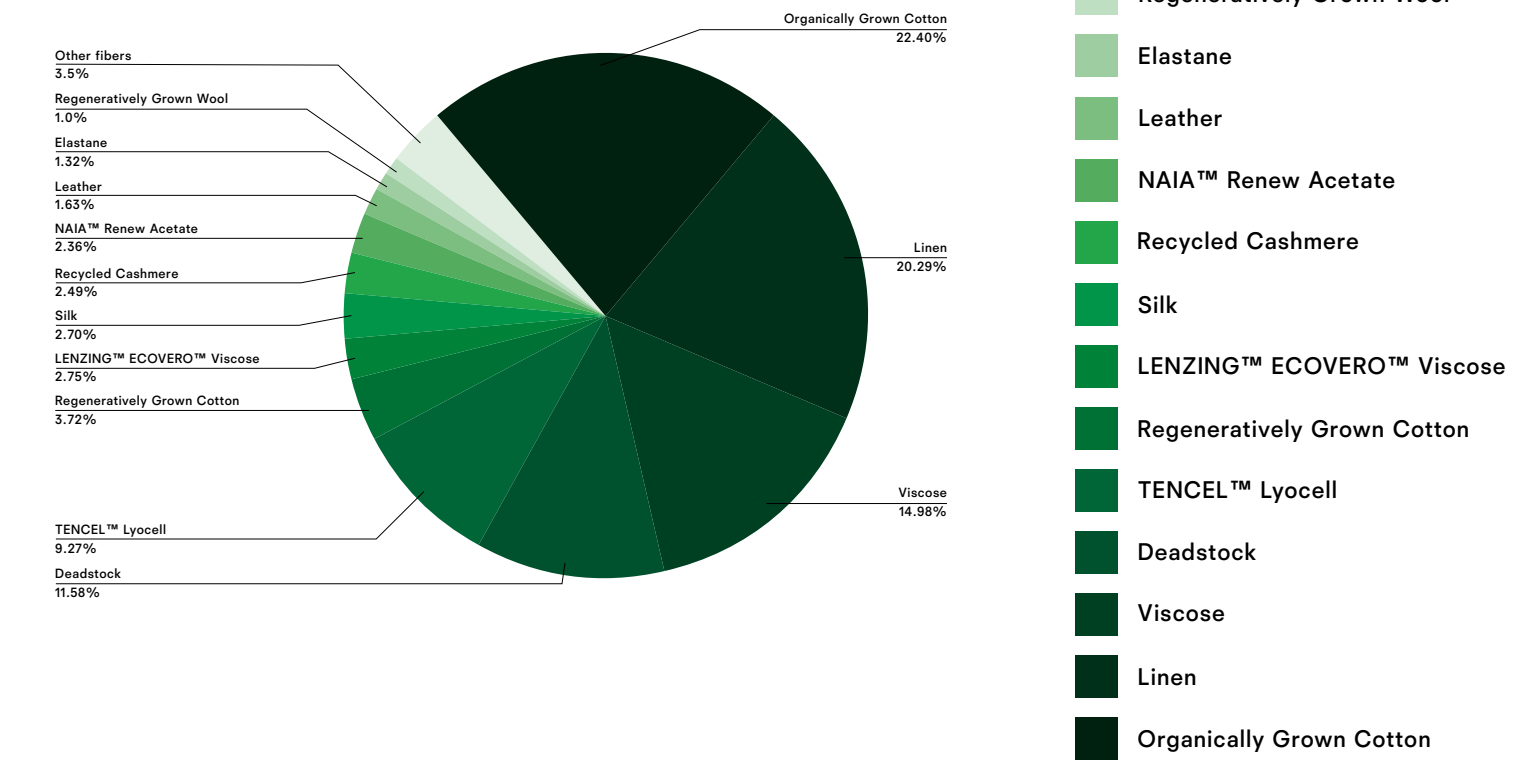
We talk a lot about carbon, but fashion is also really water-intensive. So we prioritize material sourcing and other business practices that reduce water use (think the dyeing and printing side of things), especially in water-stressed locations. So far in 2025, we reduced our water scarcity⁹ footprint per unit by nearly 10% compared to last year, mostly by swapping silk for some other smooth, less thirsty alternatives.

⁸ CO2 equivalency comes from the EPA Greenhouse Gas Equivalencies Calculator and Water from the Patagonia Alliance. ⁹ The MSI measures water scarcity using the AWARE method, which assesses the availability of water in different regions and the potential environmental impact of its use. This method accounts for regional water stress levels to provide a more accurate assessment of water-related impacts. For more details, you can access the Higg MSI online at Higg MSI Portal and learn more about the AWARE methodology at WULCA Water LCA.

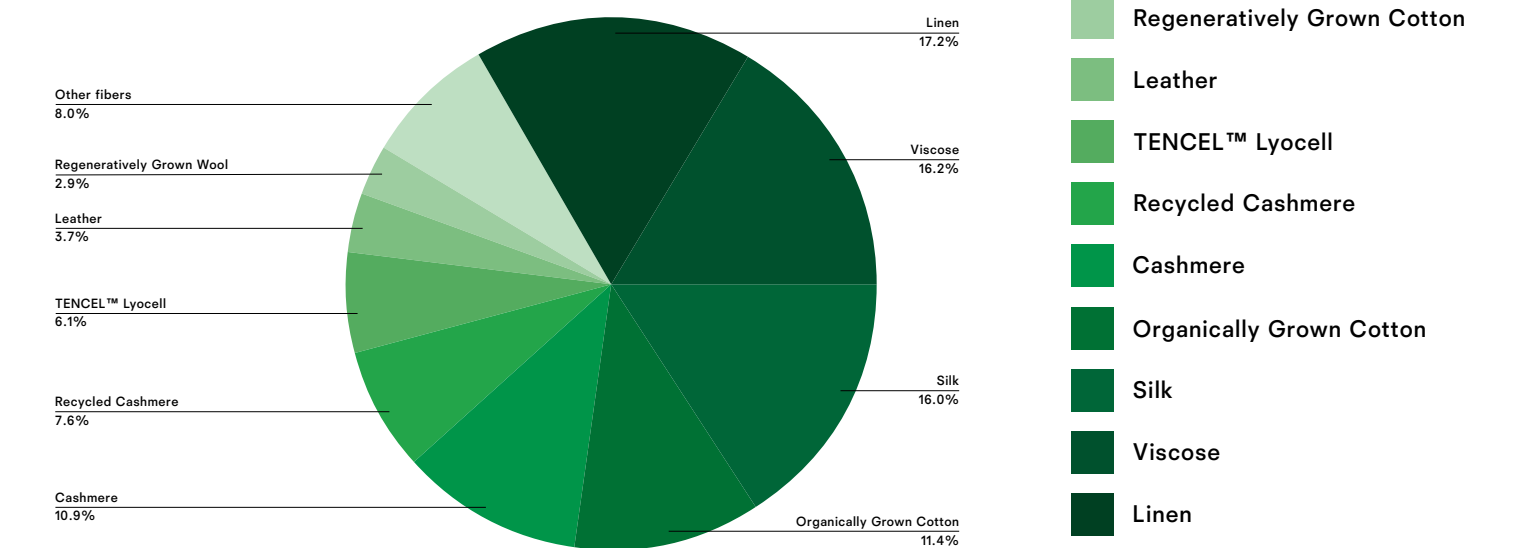
Better Materials

Moving away from higher impact fibers like conventional cashmere, silk, viscose, and leather is a super important part of our Climate Positive Roadmap. Here’s how much of each fiber we sourced so far in 2025, plus their associated emissions:

Material Sourcing:¹⁰



Carbon emissions by materials:



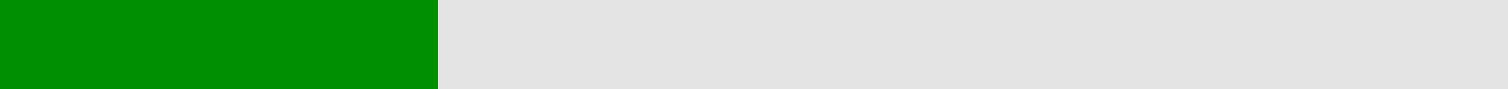
¹⁰ We use product weight, number of units received, and fabric content percentages to calculate fiber volume. Each fabric is broken down by fiber to reflect its share of the total.

We have our own Ref Fiber Standards that are comprehensive, taking into consideration water input, energy input, land use, eco-toxicity, greenhouse gas emissions, human toxicity, availability, and price. We also look at garment care implications like microfiber shedding. We aim to have ~95% of our fabric sourcing for apparel to meet our top ratings, always.

95% of our fabrics meet our A/B ratings¹¹

A - All Stars 29%

Key fibers: Tencel™ Lyocell, recycled cotton, regeneratively grown cotton, deadstock, Naia™ Renew, TENCEL™ x REFIBRA™ Lyocell



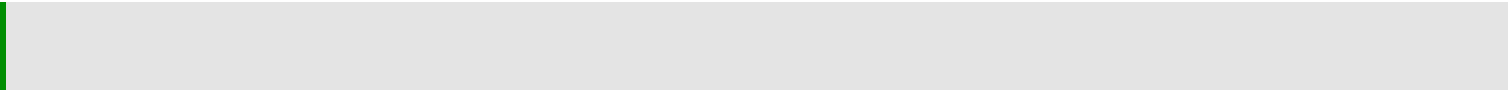
B - Better than most 65.5%

Key fibers: Linen, organically grown cotton, better viscose, recycled cashmere, regeneratively grown wool, Polyamide (EVO by Fulgar®)



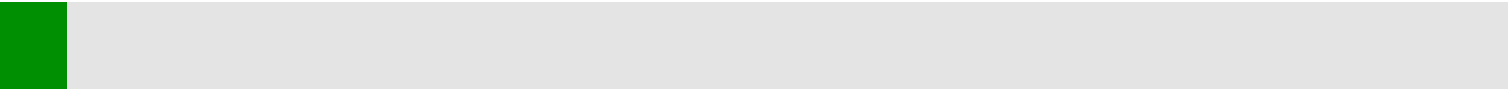
C - Could be better <1%

Key fibers: RAS Alpaca, EcoLycra®



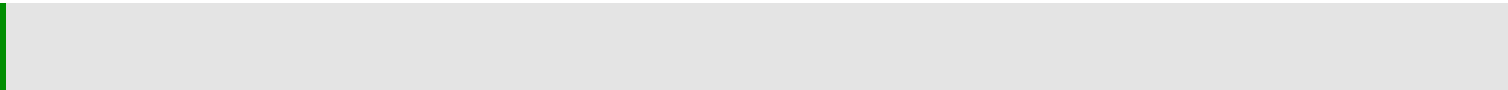
D - Don't use unless certified 4.5%

Key fibers: Silk, LWG-certified leather, RWS Merino wool



E - Eww, don't use <1%

Key fibers only used in blends: Cashmere, polyester, spandex



[Learn more about Ref Fiber Standards](#)

¹¹ Fiber performance is calculated by total fiber volume usage. Leather and deadstock are measured by total material volume usage. Percentages have been rounded up. If Spandex is needed for construction, the percentage per fabric can go up to 15%. For other e-rated fibers, the percentage can go up to 10%. The e-rated fibers that fall under these thresholds are excluded from this KPI.



100% recycled sweater

Conventional cashmere has a big carbon footprint and isn't great for the land or animals that help make it. The same goes for wool. We're not fans, so we've been recycling old fibers or fabric scraps into new yarns for a while now. We started with 70% recycled cashmere and worked our way up to a blend featuring 95% recycled cashmere, 5% virgin cashmere. Our latest blend is even better because it combines 95% recycled cashmere with 5% high-quality recycled wool. It results in 96% less carbon and 89% less water than conventional cashmere, but feels just as good. Also helps us work toward the carbon reduction targets we need to hit to go Climate Positive, and cuts virgin materials so we can become fully circular. So, no new materials to add, just a new 100% recycled sweater blend.

Silky stats

Right now, there's not a lot of impact data for silk. Since silk represents a small proportion of global fiber use (~0.25%), it is not a top priority for most industry efforts. But it has a disproportionate impact on sourcing for premium and luxury brands. For instance, in 2024, silk was nearly 3% of our fiber uptake and 11% of our estimated fiber CO2e footprint. We organized a coalition of other brands, like our friends at Eileen Fisher, who are interested in a better lifecycle assessment of silk. We completed the research in 2024 with the help of our suppliers and Textile Exchange (TE). Our key takeaway: organic silk and next-gen fibers will need to play a bigger part in our materials sourcing in order to hit our carbon reduction targets. So more on that soon. We plan to publish all of our findings in 2025 in alignment with TE's Impact Data Call to Action and other industry databases to help everyone make better decisions.

¹² The estimate from Kintra is the result of a preliminary cradle-to-gate LCA conducted by a 3rd party, which compared the production of Kintra resin pellets to PET resin pellets.

Half naked never looked so good



Synthetics are made from petroleum and petrochemicals, which are non-renewable and tied to a range of issues from climate change to microplastic pollution and human health concerns. Gross. We don't think fashion should be made from plastic, so we have worked towards eliminating fossil fuel-derived materials from our products. We aim to source out all virgin synthetics by 2030. In the first half of 2025, synthetics represented 8% of our fiber use, but just 27% of that (2% of our total sourcing) was virgin synthetics. 72% were synthetic deadstock materials, and 1% were recycled synthetics.

We'll continue investing in early-stage pilots to find alternatives. Like how we're developing bio-based elastane for denim and knits. For early-stage pilots, we're hoping our partner Kintra Fibers will help us find the best viscose and polyester alternatives out there. Kintra has developed a bio-based and biodegradable polyester, estimated to potentially result in a 95% reduction in GHG emissions, a 30% reduction in water usage, and a 20% reduction in energy consumption compared to conventional polyester.¹² Great for us and the wider industry's climate targets, bad for fossil fuel fabrics. It's still in the early stages, but we're already testing fiber and yarns to meet our specific fabric needs.

Another way we're cutting out synthetics is by innovating in categories that still require them. The first time we made swimwear, we used regenerated nylon, but it [wasn't sustainable enough for us](#). So this time around, we used deadstock and also sourced a renewable, super soft, plant-based fiber, EVO® by Fulgar®, which is made from castor plants instead of plastic. Creating swim without synthetics is super challenging, so we're really proud to offer a new core fabric that is 80% plastic-free. We've made a lot of progress on our swimwear, but we'll keep innovating until it's the most sustainable option out there, or until skinny dipping is widely accepted. Whichever happens first.

Scaling regen and recycled cotton

Over the last year, we started transitioning more organically grown cotton to regeneratively grown cotton through partnerships with our mills, in things like our core fabric lining.

So far, we’ve identified five denim fabrics we think we can make using 20% recycled cotton and the rest with regen cotton. Our supplier, Artistic Milliners, validated and certified its own Milliners Cotton Initiative (MCI), which supports local cotton farmers’ use of regenerative farming practices. We’re continuing to work with our other denim partners to increase the regeneratively grown cotton content and recycled cotton content in more fabrics later this year.

Since 2021, we’ve been working with FibreTrace to provide more visibility into our supply chain down to the farm level. So far in 2025, 23% of our denim styles were made with FibreTrace technology and cotton from Good Earth Cotton®, the world’s first carbon-positive farm in Australia. We’re working on building additional regen farm level relationships and hope to introduce regen cotton in other materials later this year.

Better leather

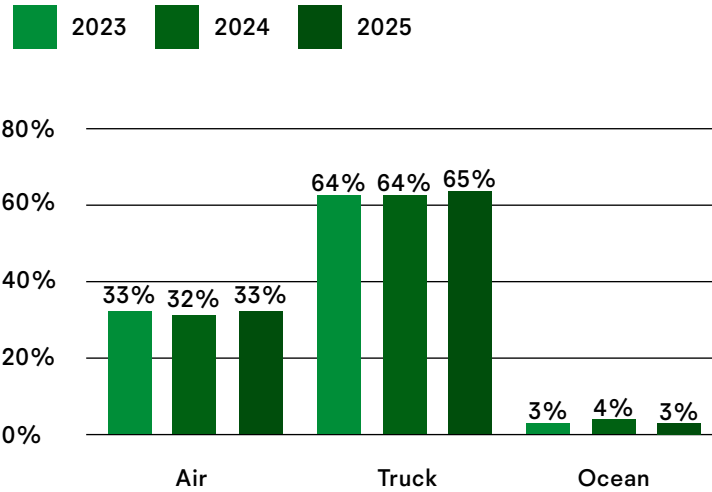
We only source leather from Leather Working Group Gold- and Silver-rated tanneries to ensure super high-quality water usage and treatment, and top-notch chemical management practices. We also partner with [Land to Market](#) to drive meaningful change in the fashion industry by supporting farmers and ranchers transitioning to regenerative agriculture. Through Ecological Outcome Verification (EOV), Land to Market connects brands with verified regenerative farms, ensuring measurable improvements in soil health, biodiversity, and carbon capture. For over three years, we’ve been investing in this movement, helping build the necessary community, resources, and support for a shift away from conventional farming. While we continue exploring plastic-free leather alternatives, we prioritize traceable, regenerative leather sourced from our farm partner in Uruguay. We’ll plan to start launching products using our regenerative leather supply chain this year.



Transportation

Transporting our raw materials and finished goods to our warehouses, retailers, and customers takes a lot of fuel and represented a big chunk (about 30%) of our total emissions last year. We need to fly less if we want to hit our carbon reduction targets. That’s because air transport is around 45x more carbon-intensive than using a cargo ship.¹³ At the same time, we rely on air shipping because we launch small collections and only make more of the pieces you really love. Flying products lets us move faster and in smaller batches, so we can stay flexible and avoid overproducing, which means high sell-through and very little waste. We have a task force of basically everyone at Ref who makes decisions about how we move stuff, from our COO to our Production Managers. For the last few years, we’ve made some progress shifting ~1% of stuff each year from air to boat or truck. Not nothing, but we’d like to do more. Unfortunately, with a lot of supply chain disruptions so far in 2025, we’ve had fewer opportunities to make moves. But we are still putting pressure on this part of our operations.

Transit Mix Year over Year



¹³ Based on emissions factors from GLEC Framework v2



Social responsibility

None of these big-picture, save-the-planet
goals happen—or matter—without people.
So here's how we take care of ours.

Supplier practices

Throughout our supply chain, we work with incredible partners who share our values of accountability, transparency, and sustainability. We know we’re not perfect, but we always do our best to be transparent and keep pushing for positive change. We require all of our direct cut, sew, and finish manufacturing partners and subcontractors (AKA Tier1) to adhere to our Code of Conduct, which is basically our requirements for ethical operations. We’re also continuing to extend the same requirements to our strategic mills (AKA Tier 2–dyers, printers, weavers, and knitters). These requirements ensure fair and safe labor conditions and fundamental labor rights, like the prohibition of child labor or forced labor and the meeting or exceeding of local legal minimum wage requirements.

Our suppliers participate in independent, third-party social assessments to ensure fair, safe, and healthy working conditions. These assessments are conducted not only to ensure that they’re meeting our Code of Conduct but also to identify areas for improvement. All substandard audit findings should be remediated in a timely manner. We know an audit is just a snapshot in time, so we prioritize active continuous improvement, root cause analysis, and development of necessary management systems.

We use a color-coded rating system for our supplier audits and continuous improvement efforts. Our goal is to maintain a "Green" or “Yellow” rating for 95% or more of Tier 1 facilities. We are currently at 93%. This is in part because we are onboarding a lot of new vendors to help us create a more resilient and geographically diverse supply chain. For all our vendors, but especially these new partners, we’re working toward improvement with facilities that don’t meet our standards by supporting remediation and capacity-building efforts. Currently, 100% of suppliers with Orange/Red initial ratings are actively engaged with us in corrective actions.

Green: Authorized for production	Facility meets our standards
Yellow: Authorized for production	Facility has some minor/moderate issues. Corrective Action Plan required.
Orange: Authorized for production on a probationary basis	Facility has safety, health or labor-related violations of our standards. Corrective Actions and Prevent Actions required. Onsite support visit or follow up assessment required as needed.
Red: Not authorized for production	Facility has one or more Zero-Tolerance Violations and/or has failed to remediate major safety, health or labor-related violations. Corrective Actions and Prevent Actions required. Onsite support visit or follow up assessment required as needed.

You can access our factory list and get more information [here](#).

Traceability

Traceability is about knowing exactly where our stuff comes from. We want to be able to answer “who made our clothes” at every level of the supply chain.

Our goal is to maintain 100% traceability into our Tier 1 & 2 suppliers.¹⁴

Traceability performance			
Tier 1 Finished goods assemblers & subcontractors	Tier 2 Dyers & printers, finishers, weavers, knitters	Tier 3 Fibers, spinners, recycled material collector/processor	Tier 4 Raw material (farm, forest, ranch)
100%	100%	99%	16%

Transparency is a big part of accountability, which is why we disclose 100% of Tier 1 finished goods manufacturers and subcontractors within our [supply chain](#). We aligned with the Transparency Pledge and are participating in the [Open Supply Hub \(OS Hub\)](#) to expand on the details that are made public so we can be more accountable for the working conditions in our partner factories.

People & Culture

At Reformation, we believe our strength lies in all the experiences, perspectives, and backgrounds that make up our team. Creating an environment where people feel seen, supported, and set up to succeed is key to how we work and how we grow.

In 2025, our People & Culture efforts are designed to create an exceptional employee experience that directly strengthens the experience we deliver to our customers. We want to foster an environment where Refs feel supported, inspired, and equipped to grow, empowering them to bring our sustainability mission to life in ways that resonate with every customer interaction. Together with our internal teams, we are bringing this vision to life through the following pillars:

- Deepening customer understanding
- Supporting individual careers and growth
- Building an inclusive, high-performing culture

During informational interviews with employees, we asked “what makes Ref’s culture great?” Based on their perspectives and feedback, we created and introduced The Ref Way, a framework that defines how we show up and work together. Grounded in principles like Smart but Curious, Direct but Kind, and Fast but Sustainable, it gives us a clear and authentic foundation for how we hire, give feedback, and evaluate performance—helping reduce bias and bring more consistency to the employee experience.

Our investment in leadership development has also expanded with new annual learning and development programs:

- **Ref Today** – supporting new and emerging people managers
- **Ref Tomorrow** – focused on senior leaders managing functions and departments

¹⁴ Traceability is calculated by total fabric volume for apparel, handbags, and upper fabric volume for shoes. This excludes all deadstock materials.

Community engagement & impact

Factory Tours

If you wanna see where the magic happens, we host public tours of our Factory in Los Angeles. To learn more and save your spot, email love@thereformation.com and come meet some of the amazing people who make your clothes. Starting in October, we'll be hosting these in our brand new factory location. We can't wait to show you around.

Better together

We want to be leaders and create a community around the sustainable fashion movement, so we are involved with the Textile Exchange, Fashion for Good, Cascale (formerly the Sustainable Apparel Coalition), and other initiatives.¹⁵ We act as industry cheerleaders, friends, provocateurs, leaders, and generally just another force pushing for better things in fashion.



We've got the power

It's important that we use our platform to advocate for legislation that makes a more sustainable fashion industry possible, like the [Fashion Act](#). The bill will hold fashion brands doing business in New York accountable for their impacts on both people and the planet. We're into this because it's an important signal of what consumers want from the industry and gives us a chance to raise everyone's standards. The bill remains under committee review, which means it hasn't been enacted yet, but we're keeping our fingers crossed.

In California, we're advocating for a similar bill [AB 405](#) (Fashion Environmental Accountability Act of 2025) that will require companies to set science-based climate goals and track their emissions, with large companies needing third-party checks every two years. Starting in 2027, they'll also need to share more about their supply chains and show they're taking steps to reduce environmental harm. While it didn't pass in the current session, it will be heard in January which is an indication that the legislature is interested in this proposal. We're pretty excited about it.

Ref is also in support of [SB 707 \(California's Responsible Textile Recovery Act\)](#). This legislation requires brands to take accountability for the full lifecycle of their products, shifting the cost burden away from communities and toward the companies creating the waste in the first place. Textiles are the fifth most common material and the fastest-growing category in California's residential and commercial waste streams. Overproduction of hard-to-manage materials creates waste that can tangle, combust, or contaminate recycling streams. That's why we signed a letter of support for this bill, which passed in 2024—marking a major step toward producer responsibility in fashion. From now until mid-to-late 2026, industries will shape how the law is practically executed.

¹⁵ You can see all our memberships and commitments in our [2024 EOY Report Appendix](#).

Giving back



As a Los Angeles-based brand, the wildfires earlier this year hit super close to home for us. Within days, a team of Refs began planning a relief event for impacted communities. Over 40 incredible brands generously gave new, unused products for a relief event in our hometown. Combined with the items Ref donated, we collected over 24,000 units of clothing, shoes, accessories, cosmetics, towels, linens, luggage, baby supplies, and more. Over the course of 3 days, 116 Refs volunteered their time to sort this inventory and work the event, serving nearly 1,200 members of our community by providing them with essential items.

We also encourage our teams to take paid volunteer time off (VTO) at least once a quarter. We share a volunteer database to make it even easier for Refs to get connected to causes that matter most to them. So far in 2025, we organized company-wide events like a clean-up at Riverfront Park near our HQ in partnership with Friends of the LA River. Collectively, our team removed 310 pounds of debris, which filled a 3 cubic yard dumpster. Some notable items removed were a 10' PVC pipe, e-cartridges, fake nails, and a lottery ticket. Our lucky day.

Always learning

It's important to us that our team understands why we do what we do. We have a whole library of trainings accessible to all Refs, including a Sustainability series and micro-trainings on our Better Materials. Our Sustainability team also facilitates department-specific Sustainability Scorecard workshops so that team members from across the company can understand our mission better, and most importantly, how their work can help us meet our goals.

For a more global context, we partner with The Wardrobe Crisis to offer a Sustainable Fashion 101 training course available to all Refs. The course demystifies the science and the complexity of really important issues like climate change and social justice. The course is open and available to everyone, so you can join too.

*Geek out
more on the
details*

H1 2025 KPI Summary Table

Category	Section	KPI Name	Unit	Reporting period	H1 2025 Result	2024 Result	Baseline year	Baseline performance	Target year	Target result
Circularity	Progress	Materials used that are recycled, regenerative, or renewable	%	2025	98%	98%			2030	100%
		Materials used are deadstock, recycled, or next-gen (aka not virgin)	%	2025	19%	28%			2030	75-100%
		Materials that are textile-to-textile recyclable	%	2025	46%	53%			2030	100%
		Units repaired or altered via our Hemster program	Number of units	LTD	35,000	30,000				
		Units listed on Poshmark via one-click partnership	Number of units	2025	2,867	581				
		Units listed on Poshmark via one-click partnership	Number of units	2025	1,136	92				
		Units resold, donated, or recycled via our thredUP partnership	Number of units	2025	115,000	248,897				
		Materials used that are textile-to-textile recyclable	Number of units	2025	46%				2030	100%
		Garments designed for low-impact care	%	2025	76%	77%			Maintain	>60%
		Dyers and printers that have a clean chemical certification	%	2025	83%	86%			2030	100%
Climate positive	Progress	Total Reformation CO2e Product Footprint	MT	2025	17,721	44,100				
		Total Reformation Water Product Footprint	M gallons	2025	3,2622	7,047				
		Total Conventional CO2e Product Footprint	MT	2025	39,875	152,311				
		Total Conventional Water Product Footprint	M gallons	2025	9,094	19,843				
		CO2e Total Savings	%	2025	56%	71%				
		Water Total Savings	%	2025	64%	64%				
		Carbon Intensity per unit	lb. of CO2e	2025	23.8	29.3	2021	37.2	2030	14.4
		Water Intensity per unit	gallons	2025	1,989	2,121				
Climate positive	Better materials	Fibers that meet our A/B ratings	%	2025	95%	94%			Maintain	95%
		Fibers that are A-rated	%	2025	29%	35%				
		Fibers that are B-rated	%	2025	65.5%	59%				
		Fibers that are B-rated	%	2025	65.5%	59%				
		Fibers that are C-rated	%	2025	<1%	<1%				
		Fibers that are D-rated	%	2025	4.5%	5%				
		Fibers that are E-rated	%	2025	<1%	<1%				
		Synthetic share of our total sourcing	%	2025	8%	10%				
		Virgin synthetic share of our total sourcing	%	2025	2.2%	2.1%			2030	0%

Category	Section	KPI Name	Unit	Reporting period	H1 2025 Result	2024 Result	Baseline year	Baseline performance	Target year	Target result
Social responsibility	Transportation	Virgin synthetic share of our total sourcing	%	2025	2.2%	2.1%			2030	0%
		Proportion of transportation by air	%	2025	33%	62%				
		Proportion of transportation by truck	%	2025	65%	30%				
		Proportion of transportation by ocean	%	LTD	3	8%				
		Maintain a "Green" or "Yellow" rating for 95% or more of Tier 1 facilities	%	2025	93%	93%				95%
		Suppliers with Orange/Red initial ratings actively engaged with us in corrective actions	%	2025	100%	100%				
		Traceability into Tier 1	%	2025	100%	100%			Maintain	100%
		Traceability into Tier 2	%	2025	100%	100%			Maintain	100%
		Traceability into Tier 3	%	2025	99.3%	99.8%				
		Traceability into Tier 4	%	2025	16.1%	14.8%				

**Please note that H1 2025 results are based on a half-year reporting period, while 2024 results reflect the full year, making some KPIs not directly comparable.*

Report review & disclaimers

This H1 2025 Sustainability Report (and the other disclosures included above) contains forward-looking statements that we believe are based on reasonable assumptions given our current understanding and expectations, but may change since we can't predict the future. We also cannot guarantee that the data provided will be consistent year over year, as data quality, particularly climate-related data, improves. Reformation management has reviewed this report along with subject matter experts on the team and believes the contents to be accurate and fair. This report has not been externally verified or assured. The contents of any website linked above is not incorporated by reference into this report.

Okay, that's all for now.

→ [Read our EOY 2024 updates](#)